GOVERNMENT OF INDIA
SKILL DEVELOPMENT AND ENTREPRENEURSHIP
LOK SABHA

STARRED QUESTION NO:4
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Industry Participation in Skill Training
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Will the Minister of SKILL DEVELOPMENT AND ENTREPRENEURSHIP be pleased to state:

(a) whether his Ministry is taking adequate measures to enhance industry's participation in skill training so as to reduce the post placement dropout rate of trainees and if so, the details thereof;

(b) whether the Ministry is considering to involve prospective employers in formulating a competency-based, industry- ready curriculum in order to make training programmes more relevant and inclusive and if so, the details thereof;

(c) whether the Ministry has encouraged mandatory practical training as a part of the Technical and Vocational Education and Training (TVET) so as to ensure that trainees have some work experience;

(d) if so, the details thereof and if not, the reasons therefor; and

(e) whether the Ministry proposes to introduce practical training in the near future and if so, the details thereof?

Answer

(a) Yes Madam, Ministry has undertaken various measures to encourage greater participation of industry in skilling ecosystem especially in skill training. Government has developed and designed dynamic and demand driven curriculum & standards through industry led − Sector Skill Council. These curriculum are aligned with latest National Occupational Standard (NOS)/ Qualification Packs (QPs).On the other hand, industries are encouraged to participate as training partners to run the high employment potential courses through appropriate accreditation and affiliation framework.

Under flagship scheme, Pradhan Mantri Kaushal Vikas Yojana (PMKVY), industries are actively participating as training partner/centre in training- cum- placement activities of the candidates. Scheme incentivises Training Centers (TCs) for facilitating placement of the trained candidates. TCs are mandated to organize Placement / Rozgar Melas every six months with support from the Sector Skill Councils (SSCs) and to ensure participation of local industry. Additionally, there is also a provision under the scheme to provide post placement support to women, candidates from special areas, and for PWDs. Scheme is demand driven and targets for training centres are based on assessment of skill demand from industry, skill gap study, Sector Skill Council and feedbacks from State Governments. Scheme intends to develop and certify skills only for those job roles which are approved and standardized in consultation with the industry.

For providing skilling and employment generation in the country, Government has mandated NSDC to operate through partnership with industry in the areas of awareness building, capacity creation, loan financing, creation and operations of Sector Skill Councils, assessment leading to certification, Corporate Social Responsibility, World Skills competitions and participation in Special Initiatives like Udaan focused on J&K .

As part of the Skill India Development Mission, launched by Hon'ble Prime Minister Shri Narendra Modi on July 15, 2015, the Ministry has embarked upon a special industry initiative to attract leading corporate to set up co-branded Corporate Skill Excellence Centres in PPP mode. The setting up of Corporate Skill Excellence Centres will ultimately lead to the generation of skill manpower which are employable.

A specific module of organizing Kaushal Mela and Job Mela by TCs have been made mandatory in the modified version of PMKVY II. TCs are also mandated to have a dedicated mentorship-cum-placement cell for industry linkage and placement assistance to candidates. The candidates are also encouraged to join the industry as an apprentice to ensure skill enhancement of the trainees as per the industry requirement. This shall together reduce the attrition rate of training candidates during and after the Skill development training.

(b) Yes Madam, Government has promoted industry to design competency based curriculum and standard for skill training courses. For this, Government has constituted industry −led body known as Sector Skill Councils (SSCs). SSCs in consultation with sector expert and relevant academia assess skill needs of various job roles and develop job specific standards called Qualification Packs − National Occupational Standards (QP-NOS). Till now, Government has constituted 40 SSCs which have developed 1641 Qualification Packs − National Occupational Standards (QP-NOS) in different sector. These QP-NOS are aligned to competency based framework known as National Skill Qualification Framework (NSQF). These 40 SSCs are approved in services, manufacturing, agriculture & allied services, and informal sectors.

(c) to (e) Yes, Madam, Government of India is implementing PMKVY II (2016-20) to enable a large number of Indian youth to take up industry-relevant classroom cum practical training for securing a better livelihood. Under this scheme, government run high employment potential short duration courses for prospective trainees. Till now, 221 job roles identified are approved by the Sector

Skill Councils and have mandatory fixed theoretical training hours as well as practical training hours. Each of the trainees is imparted regular practical training and shall be assessed on the practical knowledge gained during training. The Training Centers are mandated to maintain prescribed list of equipment for practical training and shall have to strictly adherence to mandatory laboratory set-up requirements of each job role as prescribed by the SSCs. Certain Job Roles do have component of On-Job Training(OJT) and over and above the recently introduced new apprenticeship scheme shall facilitate new candidates to get hand on industry experience besides other financial benefits after the skilling courses. In addition to above, OJT has also been introduced as compulsory part of Dual learning module in the Industrial Training Institutes (ITIs) from the current year itself to promote practical training.

In the domain of long term training programme, the following measures have been taken for encouraging practical training:

(1) Dual System of Training: Dual System of Training approved in the 40th meeting of NCVT has been implemented in ITIs across the country w.e.f. August, 2016 session for the following top ten popular CTS trades namely Electrician, Fitter, Machinist, Turner, Electronics Mechanic, Welder, Mechanic Diesel, Mechanic (Motor Vehicle), Cosmetology and Tool & Die Maker (Dies & Moulds). This scheme will enable industries to partner with Government & Private Industrial Training Institutes (ITIs) for conducting training programmes under high employability courses to fulfil the needs of industries. The scheme shall be optional for existing NCVT affiliated ITIs and will be run entirely/ partially in vacant units / third shift or in the replacement units of the related affiliated trade.

For a two year course it is mandatory that nine months training would be in the industry and remaining period would be in the ITI. The last three months of the training duration would necessarily be in the ITI to complete the training course. This period would be also used for conducting assessment and final examination of the students. Similarly, for a one year course, it is expected that five months training would be in the industry and remaining period would be in the ITI. The last two months would be necessarily in the ITI to complete the training course.

(2) Flexi-MoU: The Flexible Memorandum of Understanding (Flexi-MoU) policy has been introduced in the year 2014 by Directorate General of Training (erstwhile Directorate General of Employment & Training) to allow industries to take advantage of various schemes for conducting training programmes in higher employment potential courses. The courses under the scheme are designed according to specific needs of industries. The industry partner to ensure minimum 50% employment with the organization itself and 80% employment within the organization and/ or with its joint ventures (where organization is having minimum 26% equity stake).